



Battalion/Brigade Commissioning Forecast System





Why the BCFS?



- Poor commission forecasting
- Poor resource allocation
- No standardized forecasting method
- The CG has directed that all units adopt the BCFS or some variant



Purpose of BCFS



Purpose

- Standardized method of more accurately forecasting commissioning numbers by Mission Set
- Provide a clearer picture of mission forecast through objective evaluation of specific criteria
- Tool for PMSs to identify and deal with at-risk cadets



Purpose / Concept



Purpose

- Standardized method of more accurately forecasting commissioning numbers by Mission Set
- Provide a clearer picture of mission forecast through objective evaluation of specific criteria
- Tool for PMSs to identify and deal with at-risk cadets

Concept

- Managed by individual cadet (current and next year focus)
- Measure specific criteria to determine attrition possibilities / rate
- Apply “whole” cadet concept
- Objective and subjective measures



Commission For Forecasting



- Focus on

**This can only be achieved
through consistent and
thorough counseling**

- Assist in our **With BCFS as**

the centerpiece!

*** Key to BCFS is a rate /
substantiated conduct database**



Why do we need BCFS?



- Measure success
- Predict problems
- Adjust recruiting
- Control migration
- Plan resources
- Measure retention
- Centerpiece for counseling
- Mission planning (with EMP)
- Detect training issues
- Direct input to BMSR

**Forecast more
ACCURATELY!**



Critical Areas of Evaluation



What things could impact on a cadet's commissioning date?

-

- *issues*

- *distract*

What we don't know can hurt us!

disqualifiers

E!!



Forecasting Considerations



- **“Planned” graduation date**

- **104-R status**

- Credit hours to graduate
- Critical classes
- Difficult classes/failures

- **Academic major / changes**

- **Military Science (on track?)**

- **Medical Issues / Remedials?**

- **GPA (verified)**

- **Contracting status**

- **Family issues / Concerns**

- **Stated goals and intent**

- **Leadership**

- **CTLT participation**

- **CPFT participation**

- **Ranger Challenge**

- **APFT**

- **Scholarship status**

- **Branch satisfaction**
(current MS)

- **Commitment / Motivation**

- **PMS “Gut” call**

- **Other issues (clearances, citizenship, Ht/Wt, etc.)**

Each area will have sub-categories to provide greater detail



MS03 Cadet Smith, R.



Overall Assessment:

104R Review Status

Aug-02

Credit hours to graduate

18

Academic Major/GPA

CJ /3.72

Military Science GPA

Medical issues / status

Overall GPA

3.89

Mission Set Alignment

MS 04

Projected Graduation /
Commissioning Date:

Apr 04/Apr 04

Comments:

LTC 02, walk-on starter
track, very motivated

Contract status

Funding issues

Health weight %

Academic satisfaction

NALC Status

02

Commitment / motivation

Stated goals

Security clearance

Source

LTC

Leadership

CTI / MSTI participation

UK OTC

CPFT participation

Wfr

Range challenge

Y

Scholarship Status

Y

Swimming

Y

Other

BCFS
Individual
Slides

MS 03

MS 04




As of: 15 Aug 02

“How it Looks and

MS03 Cadet Smith, R.



	Overall Assessment:		MS 03	MS 04
	104R Review Status	Aug-02		
	Credit hours to graduate	18/27		
	Academic Major/GPA	CJ/3.72		
	Military Science GPA			
	Medical issues / status			
	Overall GPA	3.89		
Mission Set Alignment: MS 03	Contract status			
	Family issues			
Projected Graduation / Commissioning Date: Apr 03/Apr 03	APFT	238/16Jul02/pu		
	Height/weight/BF %	70/172		
	Branch satisfaction			
Comments: LTC 02, walk-on starter track team, very motivated	NALC Status	02		
	Commitment / motivation			
	Stated goals			
	Security Clearance/Citizenship			
	Source	LTC		
	Leadership			
	CTLT/NSTP participation	UK OTC		
	CPFT participation	Mtn Wfr		
	Ranger Challenge	Y		
	Scholarship Status	Y		
	Swimming	Y		





MS03 Cadet Smith, R.



Mission Set

Alignment:

MS 03

**Projected Graduation /
Commissioning
Date:**

Apr 03/Apr 03

Comments:

**LTC 02, walk-on
starter track team,
very motivated**

Admin Information

- **Photo**
- **Current Mission Set Alignment**
- **Graduation / Commissioning Dates**
- **Comments**
 - **SAL Qualifications**
 - **Issues**
 - **Waivers**
 - **Probations**
 - **Etc.**



Evaluation Criteria



Overall Assessment:	
104R Review Status	Aug-02
Credit hours to graduate	18/27
Academic Major/GPA	CJ/3.72
Military Science GPA	
Medical issues / status	
Overall GPA	3.89
Contract status	
Family issues	
APFT	238/16Jul02/pu
Height/weight/BF %	70/172
Branch satisfaction	
NALC Status	02
Commitment / motivation	
Stated goals	
Security Clearance/Citizenship	
Source	LTC
Leadership	
CTLT/NSTP participation	UK OTC
CPFT participation	Mtn Wfr
Ranger Challenge	Y
Scholarship Status	Y
Swimming	Y

Evaluation Criteria

- **Subjective / Objective Criteria**
- **Green-Amber-Red**
- **Indicators**



Evaluation Criteria



Evaluation Criteria

PMSs may add additional / specific data as desired

Overall Assessment:

104R Review Status

Aug-02

Credit hours to graduate

18/27

Academic Major/GPA

CJ/3.72

Military Science GPA

Medical issues / status

Overall GPA

3.89

Contract status

Family issues

APFT

238/16Jul02/pu

Height/weight/BF %

70/172

Branch satisfaction

NALC Status

02

Commitment / motivation

Stated goals

Security Clearance/Citizenship

Source

LTC

Leadership

CTLT/NSTP participation

UK OTC

CPFT participation

Mtn Wfr

Ranger Challenge

Y

Scholarship Status

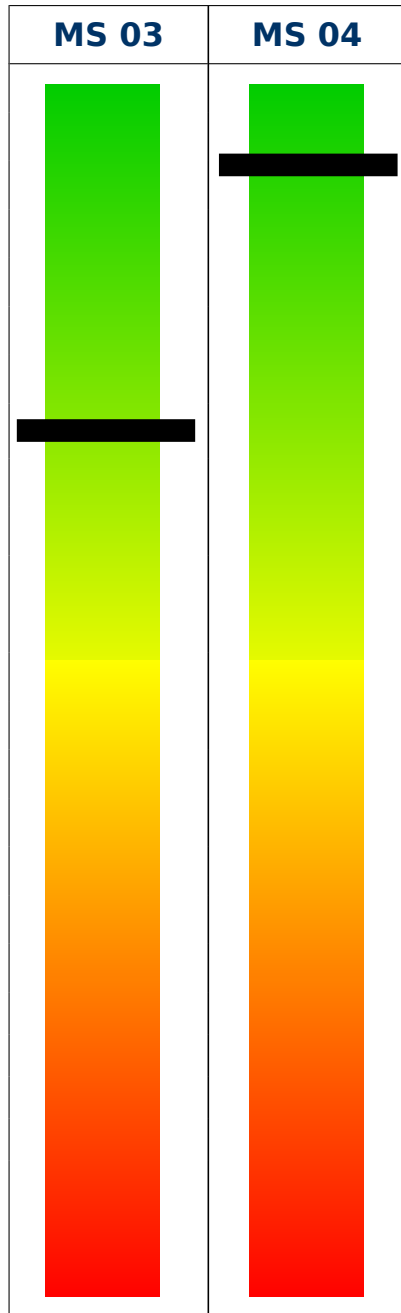
Y

Swimming

Y

**Green-
Amber-Red**

**Other
pertinent
data to be
considered**



Confidence Meters

- Most important part of chart
- Commission, Migrate or Disenroll?
- Subjective

**With objective /
reasoned evaluation**



Overall Assessment:	
104R Review Status	Aug 02
Credit hours to graduate	18
Academic Major GPA	CJ 3.72
Military Science GPA	
Medical Issues - status	
Overall GPA	3.85
Family Status	
Weight	173 lbs
Height	74 1/2"
Satisfaction	
NAAC Status	CO
Commitment motivation	
Stated goals	
Leadership Experiences	
Course	LTC
Leadership	
Officer Basic participation	100%
Officer Advanced participation	100%
Range Challenge	
Scholarship Status	T
Swimming	T
Other	

BCFS

Evaluation

Criteria

MS03 Cadet Smith, R.



Overall Assessment:

104R Review Status

Credit hours to graduate

Academic Major/GPA

Science GPA

Issues / status

PA

status

status

ues

Aug-02

18/27

CJ/3.72

3.89

238/172 Jul02/pu

0/172

02

LTC

UK OTC

Mtn Wfr

Y

Y

Y

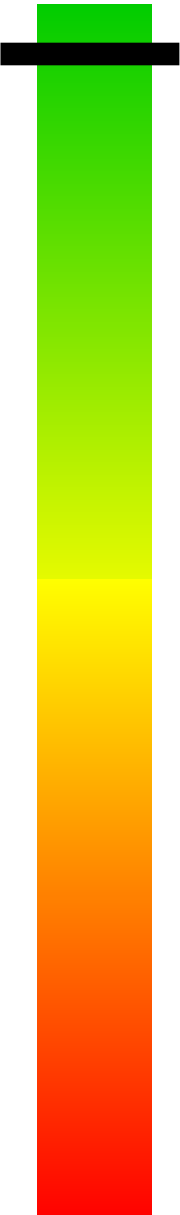
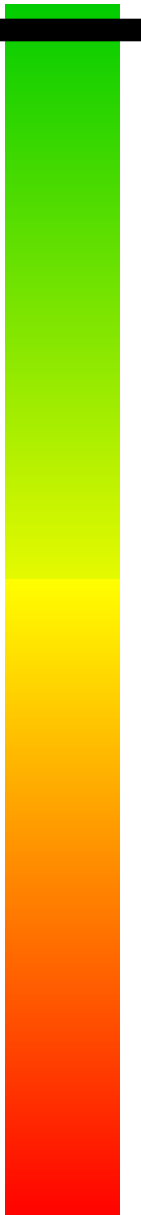
MS 03

MS 04

104R Status Review:
Recently reviewed?
Current?
Date of Review
Any Issues

Credit Hours to Graduate:
On glide path to graduate “on-time”?
Summer school?
Heavy course load?
Hours this semester/Hours remain

Academic Major/GPA:
List major
GPA in major
Is major GPA enough to satisfy graduation requirements?
At risk?





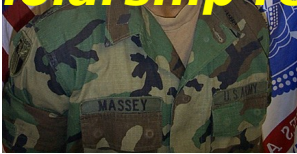
Let Smith, R.

Military Science

Cadet's performance in class?

MS GPA?

Scholarship retention?



Military Science GPA

Medical issues / status

Overall GPA

Mission Set

~~Aug-02~~

18/27

CJ/3.72

3.89

/16Jul02/

70/172

02

LTC

UK OTC

Mtn Wfr

Y

Y

Y

MS 03

MS 04

Medical Issues

Is the DODMERB complete?

Any remedials? (list them)

Any medicals problems other than physical?

Any profiles?

Any past medical problems?

Any waivers?

Security Clearance

Overall GPA

Scholarship recipient?

Probation? (number and type)

At risk of losing scholarship?



Scholarship Status

Swimming

As of: 15 Aug 02

MS03 Cadet Smith, R.



Overall Assessment:

MS 03

MS 04

Contract Status

Fully contracted?

Conditionally Contracted?

If so, why?

Aug-02

18/27

CJ/3.72

3.89

Mission Set
Alignment:

MS 03

Contract status

Family issues

Family Issues

Married?

Any children/dependents?

How does spouse/parents feel about
military?

Any special circumstance which could
hinder commissioning?

228/56Jul02 pu

0/172

02

LTC

OTC

Wfr

Source

APFT

APFT score? Date?

Fail or close on any event?

Scholarship Status

Y

Swimming

Y





Smith, R.

Height/Weight/BF %
List height and weight?
Close of failed screening weight?
List BF % if close or failed

Branch Satisfaction
If assessed, list branch
Cadets top choice?
Dissatisfied with branch?
Branch detailed?

**Projected Graduation /
Commissioning Date:**

Apr 03/Apr 03

APFT
Height/weight/BF %
Branch satisfaction

38/16Jul02/pu
70/172

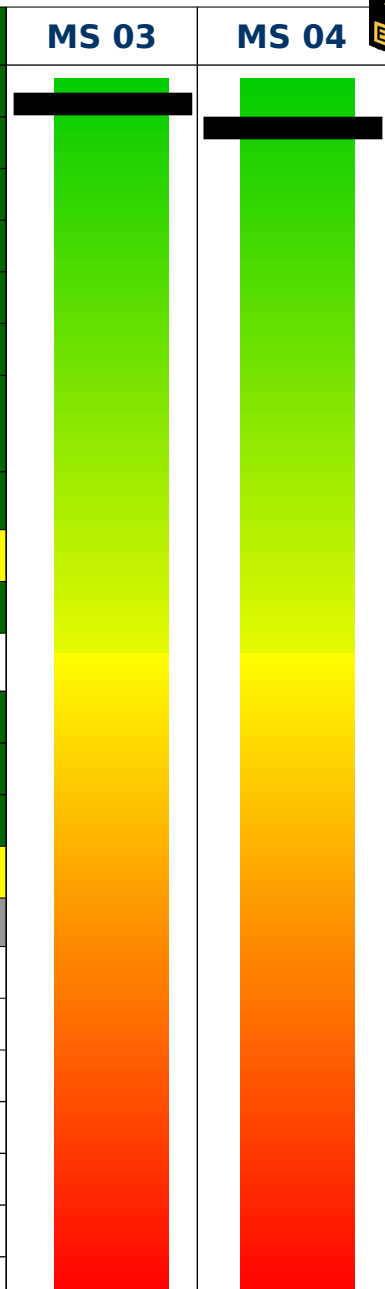
NALC Status
Completed NALC?
Deferred? Why?
Indicate year completed

NALC Status
Motivation
ce

02

Leadership
CTLT/NSTP participation
CPFT participation
Ranger Challenge
Scholarship Status
Swimming

LTC
UK OTC
Mtn Wfr
Y
Y
Y



MS03 Cadet Smith, R.



	Overall Assessment:		MS 03	MS 04
	104R Review Status	Aug-02		
	Credit hours to graduate	18/27		
	Academic Major/GPA	CJ/3.72		
Commitment/Motivation Motivated regardless of obstacles? Committed to earning a commission?		3.89		
Stated Goals Any indicators that goals may not include life as a Lieutenant?		238/16 Jul02/pu		
Security Clearance/Citizenship Clearance status? Submitted? Interim? Completed? Citizenship issues?		02		
Comments: LTC 02, walk-on starter track, very motivated				
Contract status				
Branch Satisfaction				
NALC Status				
Commitment / motivation				
Stated goals				
Security Clearance/Citizenship				
LTC				
UK OTC				
Mtn Wfr				
Y				
Y				
Y				
Swimming				

MS03 Cadet Smith, R.



Overall Assessment:

104R Review Status

Credit hours to graduate

Academic Major/GPA

Military Science GPA

Medical issues / status

Aug-02

18/27

CJ/3.72

3.89

38/16Jul02/pu

70/172

02

MS 03

MS 04

Additional Factors

Source (Progression, LTC, GTG, ACCT, JROTC, etc.)
Cadet leadership positions?
Participated in CTLT?
Participated in CPFT?
Ranger Challenge member?
On scholarship?
Etc.

Source

LTC

Leadership

CTLT/NSTP participation

UK OTC

CPFT participation

Mtn Wfr

Ranger Challenge

Y

Scholarship Status

Y

Swimming

Y





BCFS Confidence Meters



MS03 Cadet Smith, R.



Overall Assessment:

104R Review Status

Aug-02

Credit hours to graduate

18/27

Academic Major/GPA

CJ/3.72

Military Science GPA

Medical issues / status

Overall GPA

3.89

Mission Set Alignment:

MS 03

Contract status

Family issues

ADPT

268/12Jul02

70/165

02

LTC

UK OTC

Mtn Wfr

CPFT participation

Ranger Challenge

Y

Scholarship Status

Y

Swimming

Y

MS 03

MS 04

Confidence Bars


After considering all criteria, how confident are you that this cadet will commission this mission set?

If not this mission set, will the cadet remain in your program and commission next mission set?



MS03 Cadet Jones, S.





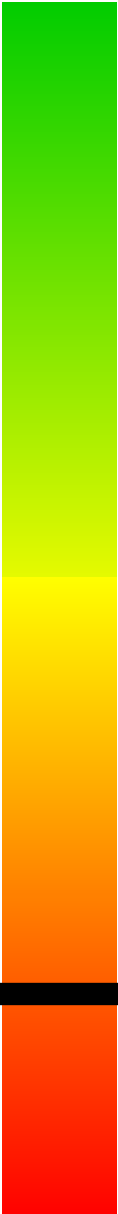
	Overall Assessment:		MS 03	MS 04
	104R Review Status	Aug-02		
	Credit hours to graduate	18/27		
	Academic Major/GPA	Bio/3.1		
	Military Science GPA			
	Medical issues / status			
	Overall GPA	3.4		
Mission Set Alignment: MS 03	Contract status			
	Family issues			
Projected Graduation / Commissioning Date: Aug 03/Aug 03	APFT	251/12Jul02/pu		
	Height/weight/BF %	65/119		
	Branch satisfaction			
Comments: <i>Changed major at start of Junior year (prior to contracting / 104R counseling).</i> <i>All classes are not available to graduate / commission on time.</i> <i>Working with school; may be able to substitute another class offered during summer school.</i> SHE WILL	NALC Status	02		
	Commitment / motivation			
	Stated goals			
	Security Clearance/Citizenship			
	Source	LTC 01		
	Leadership	Cadet S3		
	CTLT/NSTP participation	Korea		
	CPFT participation	Air Assault		
	Ranger Challenge	Alternate		
	Scholarship Status	Y		
	Swimming	Y		

As of: 15 Aug 02





MS03 Cadet Smith, R.

	Overall Assessment:		MS 03	MS 04
	104R Review Status	Aug-02		
	Credit hours to graduate	12/30		
	Academic Major/GPA	CJ/2.9		
	Military Science GPA			
	Medical issues / status			
	Overall GPA	3.3		
Mission Set Alignment: <i>MS 03</i>	Contract status			
	Family issues			
Projected Graduation / Commissioning Date: <i>Aug 03/Aug 03</i>	APFT	218/22Jun02/su & run		
	Height/weight/BF %	68/205/24.9%		
	Branch satisfaction			
Comments: <i>HOPE Scholarship</i> <i>Failed AC02 - Overweight</i> <i>Struggled with weight since entering program</i> <i>Motivation dropped since failing NALC 02</i> <i>If he does not meet and maintain weight standards for NALC</i>	NALC Status	03		
	Commitment / motivation			
	Stated goals			
	Security Clearance/Citizenship			
	Source	LTC		
	Leadership			
	CTLT/NSTP participation	Was slotted for Korea after NALC 02 - did not attend		
	CPFT participation			
	Ranger Challenge	N		
	Scholarship Status	N		
	Swimming	Y		

As of: 15 Aug 02





*University BCFS Summary
MS03*



BCFS

Mission

Summary

Slides

[illegible]



MS03 Profile Summary



Jones	Yellow
Smith	Green
Williams	Green
Rodriguez	Red
Hill	Yellow
Johnson	Green
Cahill	Red
Green	Green
Willis	Yellow
Woods	Green
White	Green
Hobbs	Yellow
Stone	Green
Completion Cadets	
Jameson	Green
Lavelly	Green
Jackson	Green

Mission = 8

13 Cadets in MS03

7 Solid.....

**4 Potential
Migrators**

**2 Probable.
Losses**



MS03 Form



Derived from
UVR and
UHR

***Historical
Retention
Ratio to***

Only
“solids”!

79%

$$7 \times 79\% = 6 + 3$$

***Complete
Cadets***

Your new
projection



Brigade Implementation



- PMSs brief each cadet individually twice annually (initial at Brigade Conference in Aug; refined in Dec)
- Current and next mission sets briefed
- BMSR projections are based on BCFS



MS03 Projection Comparison



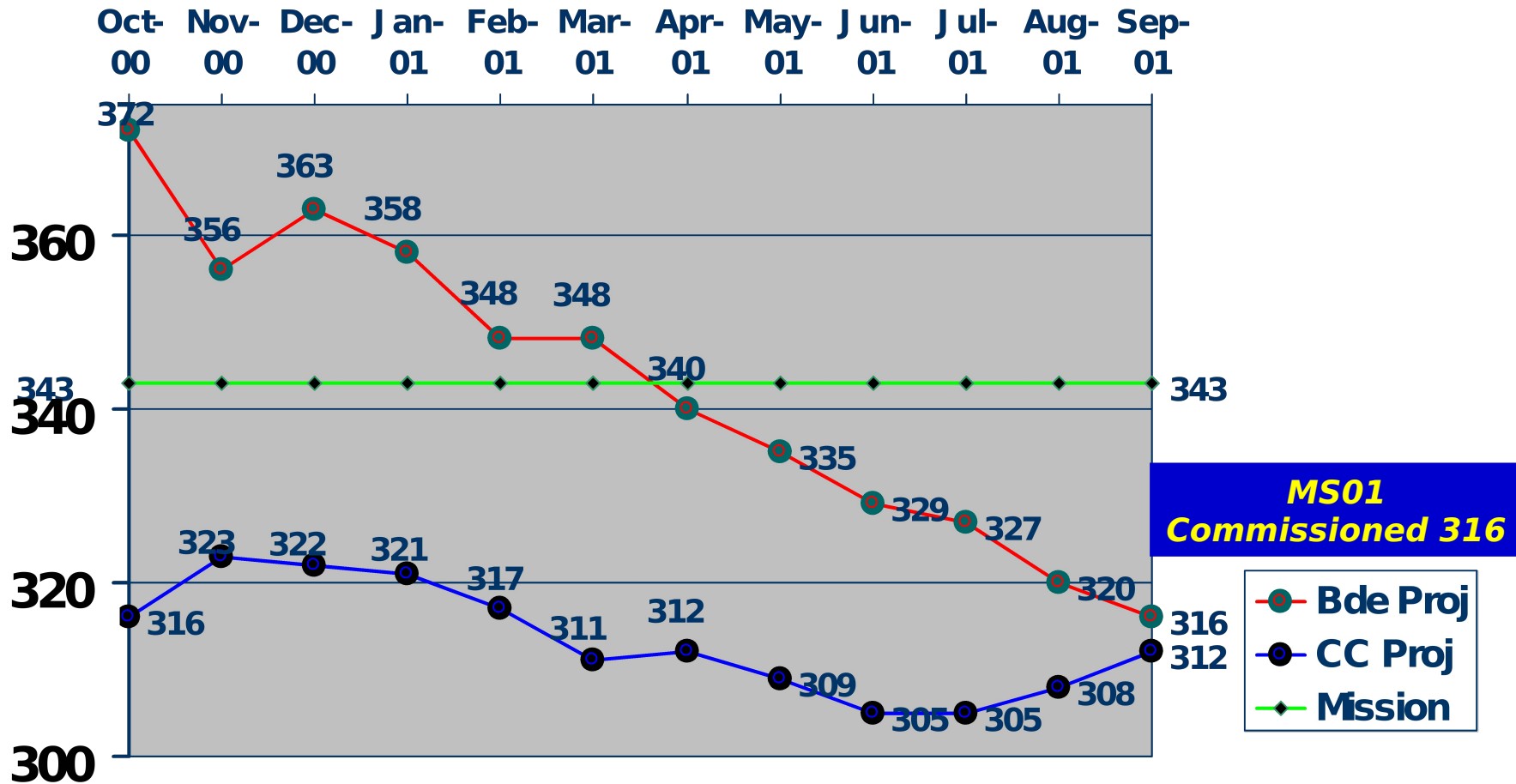
BCFS

Full
implemen
of BC

“A Look at 6th Brigade”

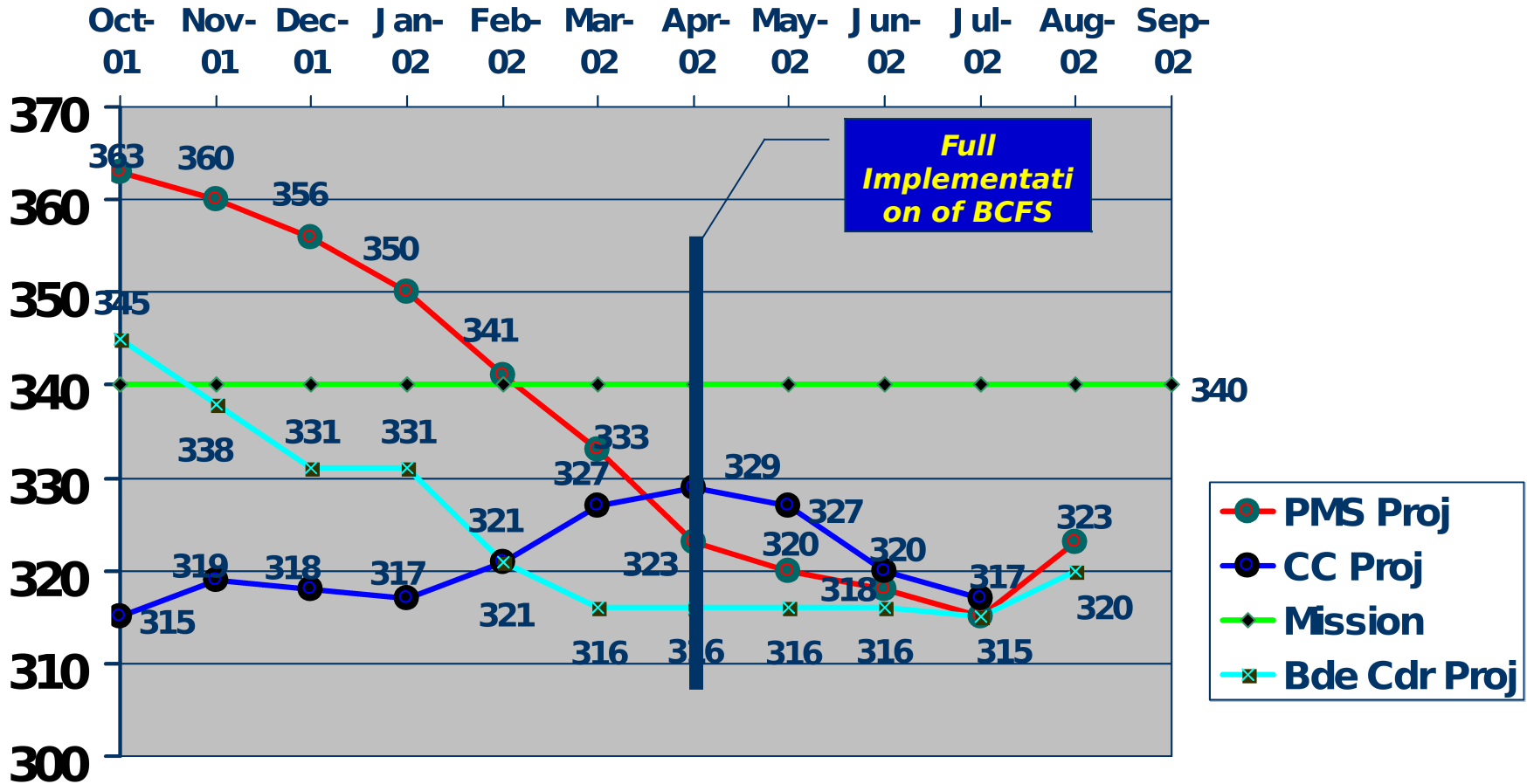


MS01 Projection Comparison



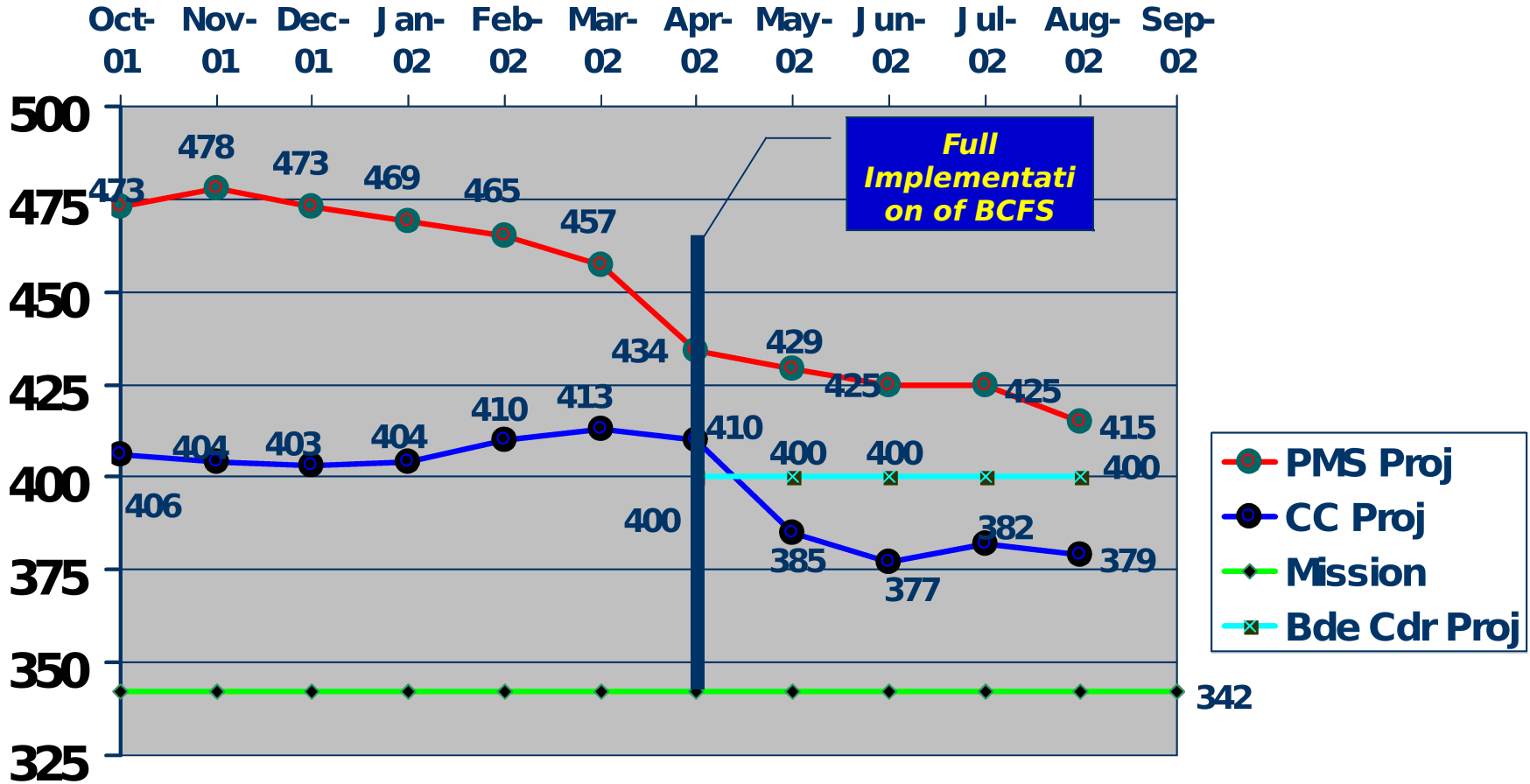


MS02 Projection Comparison





MS03 Projection Comparison





6th Brigade "Seminoles"

May 02 Commission Forecast Report



As of Date: 15
May 02

As of Date: 15 May 02		MS02 Forecast		MS03 Forecast		BMSR MS02		BMSR MS03		BMSR MS04
SCHOOL	Min	Max	Min	Max	Change from Feb BMSR		Change from Feb BMSR			
ASU	10	13	12	14	11	-2	13	-1	16	
CSU	4	4	9	12	4	0	11	0	16	
ERAU	18	20	19	27	19	-1	23	0	23	
FAMU	14	17	15	19	14	0	17	-3	20	
FIT	14	15	15	18	15	0	17	0	14	
FIU	12	16	18	22	13	-3	20	-2	20	
FSC	3	4	5	9	4	0	6	-5	11	
FSU	17	19	15	21	17	-3	17	-9	25	
FVSU	9	12	11	15	10	-3	14	-2	14	
GIT	10	11	11	20	10	-1	18	-4	20	
GMC	21	23	40	50	22	0	44	4	50	
GSOU	10	12	17	22	11	0	17	0	20	
GSU	9	10	9	11	10	-1	10	-5	15	
NGC	41	46	45	50	43	2	46	0	40	
UCF	18	22	16	21	20	3	17	-5	25	
UF	14	17	17	21	15	-4	18	-3	23	
UGA	5	7	10	16	6	-1	14	-2	18	
UPR-M	27	31	32	42	31	0	33	1	32	
UPR-RP	23	25	36	45	22	-5	38	-4	42	
USF	14	16	15	20	15	1	17	0	18	
UT	8	12	16	20	11	0	18	0	20	
Total	MS02		MS03		BCFS/BMSR Reporting					
	Min	Max	Min	Max	MS02		MS03		MS04	
	301	352	383	495	323	-18	428	-40	482	

Mission Delta

MS02	MS03	MS04
-17	86	140



6th Bde Lessons Learned



- PMS (+1) briefs at Bde HQs – not as part of a school visit (Bde funded)
- PMSs must be prepared; know every detail about each cadet; bring 104Rs / training packets
- Don't allow PMS's "gut call" to override objective criteria
- Migrate early – MSIII doesn't always equal commissioning in two years
- Don't rely on (and count) personnel with issues that you cannot control (i.e., citizenship)



BCFS Summary



**Key to BCFS is
accurate /
substantiated
data database**

**Centerpiece of
regular counseling!**



Battalion/Brigade Commissioning Forecast System

